DoD VPP CX

Marine Corps Logistics Base Albany

VPP FUNDAMENTALS
AND
CX ASSESSMENT/SUPPORT PROCESSES

12 January 2010
Mike Host, DoD VPP Center of Excellence

Lead Agent

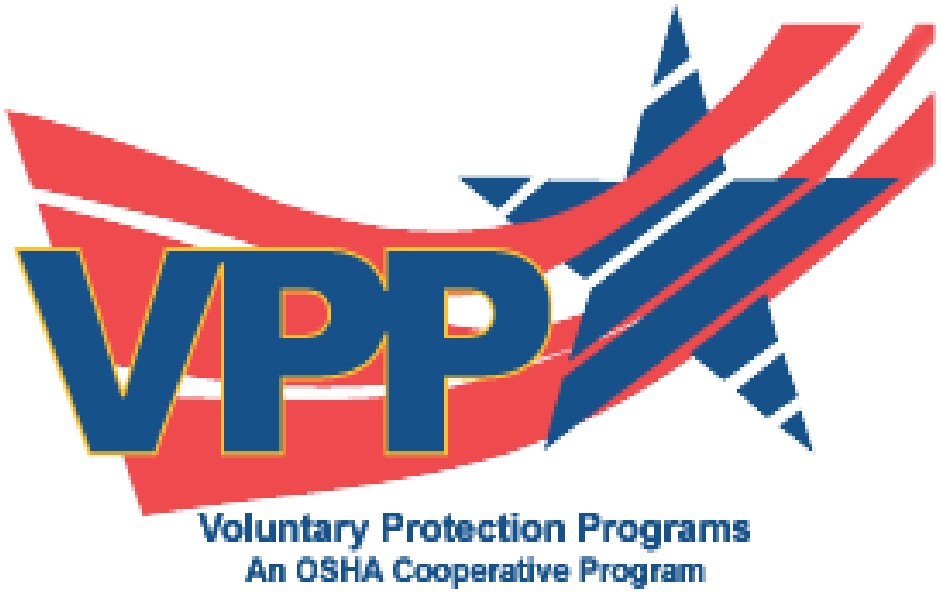
Office of the Assistant Secretary of the Army (Installations and

Department of Defense Voluntary Protection Program Center of Excellence

Operated by:
CTC Concurrent Technologies Corporation

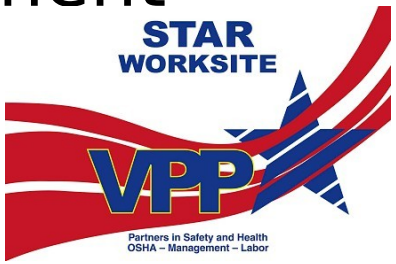
VPP Background

- In 1982, the Occupational Safety and Health Administration (OSHA) developed VPP to recognize and promote effective worksite-based safety and health management systems.



OSHA VPP Programs

- VPP compares YOUR Safety and Health Systems to the BEST S+H Management systems.



- Program Levels:
  - **Star** – Highest level of recognition
    - All VPP Elements/Sub-elements in Place
    - Injury and illness rates below the national average.
  - **Merit** – Working toward Star
    - Some Elements/Sub-elements may not be in place
    - Rates may be above national average

Why VPP in DoD?

- Preventable injuries and illnesses cost the DoD an estimated $10 to $21 billion annually, according to the National Safety Council.
- "DoD Components will pursue the following accident reduction and prevention initiatives: emphasizing safety in the workplace and hold leaders accountable for their safety programs; and achieving a 75 % accident reduction target by 2012 from a 2002 baseline in military and civilian injuries, private motor vehicle fatalities and aviation accidents. *Secretary of Defense May 12, 2008*
- Overall Industry VPP Star Site Experience:
  - Over 60% Reduction In Injuries And Illnesses
  - 20% Reduction In Worker's Comp Costs
  - 864 Companies Saved An Est. $1 Billion since 1982

DoD Star and Upcoming Star Sites

What is VPP?

- **Compliance must be in place**
- **Focus on the Safety and Health Management System**
  - Empower everyone to participate
  - Broad management/employee accountability for safety
  - Systematic continuous improvement (Plan-Do-Check-Act)
- **Four Well Defined Program Elements**
  - Management Leadership and Employee Involvement
  - Worksite Analysis
  - Hazard Prevention and Control
  - Safety and Health Training

Management Leadership

- Managers must provide visible leadership by:
  - Establishing clear lines of communication for safety and health policies
  - Creating an environment that allows for reasonable employee access to top site management
  - Clearly defining responsibilities, goals, and objectives
  - Setting example of safe and healthful behavior
  - Ensuring all workers, including contractors, have high quality safety and health protection.

Employee Involvement

- The site culture must enable meaningful employee involvement:
  - Participation in committees, audits, investigations, work area self inspections, job hazard analyses, etc.
  - Hazard reporting
  - Receive feedback - suggestions, hazard reports, etc.
  - Safety training
  - Awareness of VPP site participation and basic principles of VPP.

Ever Seen Anything Like This?

Contract Workers

- VPP site contractor programs must include a documented oversight and management system that ensures the contractor's site employees are provided effective protection.
- VPP sites are expected to encourage contractors to develop effective safety and health program management sys

Work Site Analysis

- Work Site Analysis includes:
  - Baseline Safety/Health Hazard Analyses
  - Ongoing Hazard Analysis
  - Pre-use Analysis (materials/processes)
  - Documenting and Use of Hazard Analyses
  - Routine Inspections / Self Inspections
  - Employee Hazard Reporting System
  - Industrial Hygiene
  - Accident/Incident Investigations
  - Trend Analysis.

Hazard Prevention and Control

- Hazard Prevention and Control includes:
  - Access to qualified Safety/IH professionals
  - Control hierarchy (engineering, administrative, work practice, Personal Protective Equipment (PPE))
  - Preventive/predictive maintenance to keep equipment from becoming hazardous
  - Access to medical/health professionals for physicals, treatment, first aid, CPR, etc.
  - Emergency systems (response, training, drills, critiques)
  - Controls are understood, followed, and enforced.

Safety and Health Training

- Safety and Health Training includes:
  - VPP concepts
  - Employee rights under OSHA
  - Responsibilities of managers, supervisors, workers
  - Recognizing hazardous conditions
  - Signs and symptoms of workplace related illnesses
  - Job specific training – for example:
    - Job hazard analysis / protective measures
    - Work area inspection / self-inspection
    - Mishap investigation.
  - Site hazards and protective measures
  - Emergency evacuation procedures.

Characteristics of a VPP Star Site

- **Look at Safety and Health in a different way**
  - It's not just the Safety Office – it's all of us
  - It's not meeting requirements - it's eliminating hazards
- **Leaders model safety every day**
- **Workers are Involved**
  - Finding hazards – they know where they are
  - Fixing hazards – it's everyone's job
  - Making decisions – they know what works (and doesn't)
- **Union support**
- **Continuous improvement mentality**

"We don't do it until we can do it safely."

VPP Recognition Process

- **Baseline Assessment – How Much Is Already Done?**
- **Establish Policies, Systems/Procedures, and Commitments**
- **Implement VPP Elements and Sub-elements (One Year)**
- **Evaluate Results and Initiate Improvements**
- **Submit Application to OSHA**
- **OSHA Onsite Evaluation**
- **OSHA Recognition**
  - Star
  - Merit
- **Sustainment**
  - Continuous Improvement
  - Annual Report to OSHA
- **OSHA Recertification Every 3 Years**

VPP GAP Baseline Assessment Explained

- Four Elements - 81 Sub-Elements
- Three Stages of Maturity
  - Stage 1 = Decide and Develop (Plan)
  - Stage 2 = Implement and Execute (Do)
  - Stage 3 = Evaluate and Improve (Check - Act)
- MCLB Albany - 81 Assessment Points in Stage 1
  - **Red** = No Action Taken
  - **Yellow** = In Progress
  - **Green** = Complete
- Web Based Action Plan
- Recommendations/Samples/Etc. for all Red/Yellow

Next Steps

- **Establish a Clear Goal**
  - Target Date for Submitting Star Application
- **Solidify Support and Involvement**
  - Management – Union – Employees
- **Create a Project Plan for Meeting the Goal**
  - Use your Mentor and your Web Action Plan as Guides
  - Assign Action Areas/Items – Get It Out of the Safety Office
  - Identify / Address Resource Needs
  - Use CX Resources at http://www.vppcx.org/
- **Work the Plan**
  - Progress Metrics and Briefings
  - Track Progress Using the Web Action Plan
  - Accountability for Assigned Actions

Why Is This Important?

What could go wrong?

Thank You